

From Inclusion to Support: How to Make Equity Real in Your Workplace

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Things Every **Business CAN** Do

- **Commit to anti-racism personnel policies and racial-equity training**



- Adopt a no-tolerance-for-racism policy like Franklin Templeton's, which led to its swift, recent termination of Amy Cooper following her altercation with Christian Cooper, an African-American bird watcher, in Central Park in New York City.
- Provide racial equity training for all employees — from the CEO and board to hourly workers

Things Every **Business** CAN Do

- **Commit to pay equity**



- Conduct a wage equity audit, and make the adjustments needed to achieve fair and equitable pay.

Things Every Business CAN Do

- **Commit to giving employees a voice**



- Ensure representation of hourly employees, women, and people of color in all employment policy decisions. Consider employee representation on your board

Things Every Business CAN Do

- Swiftly address actions that don't align with company values



- Not everyone will get with the program. Those who don't need to be disciplined or shipped out, as has happened over these past two weeks at companies such as [Boeing](#) and [FedEx](#). Once people see exceptions being made, they lose faith in your commitment and you'll quickly lose trust and momentum.

Things Every Business CAN Do

- Commit to lobbying for the greater good



- Commit at least 50% of your lobbying expenditures to drafting and supporting bills that would improve conditions for communities of color by increasing access to quality education and training, rebuilding infrastructure, protecting consumers, ending racial oppression, rebuilding the safety net, achieving criminal justice reform, and making police more accountable.

Things Every **Individual** CAN Do

- **Get to Know More People of Color**



- Fear is often the root of bigotry and one of the best antidotes for erasing fear is knowledge and familiarity. The saying is Know Me – Like Me – Trust Me, and that trust building process starts with simply knowing people better.

Things Every **Individual** CAN Do

- **Join a diversity committee. If there isn't one, start one.**



- If you're struggling to step outside your comfort zone, this is an easy way to take action. It doesn't take much effort to join a diversity committee at your workplace, but it does send a signal to those around you that you have some level of empathy and interest.

Things Every **Individual** CAN Do

- **Talk with your kids, friends and family about race**



- It's critically important that kids begin to learn about issues of race and equity early (in an age appropriate manner) so they can begin to develop their own awareness of injustice. While we may think of these issues are purely adult ones, equity issues often show up for kids quite early on the playground or in the classroom or cafeteria.

Things Every **Individual** CAN Do

- **Challenge your own biases and stereotypical beliefs**
 - Changing your behaviors and actions starts with changing your thoughts. Challenge yourself to identify your own deeply embedded stereotypes or bigoted thoughts. Did your parents make disparaging remarks about people of color while you were growing up which may have caused you to think of black people as lazy or not as smart. If you haven't had direct experiences in college or graduate school (for example) to challenge that thinking, you may subtly maintain those stereotypes.



Things Every **Individual** CAN Do

- **Mentor a person of color**



- If you're in a leadership position in your organization, don't wait for a mentoring program. Find a young person of color in your organization who is doing great things and take them under your wing. Even better - encourage your peers in senior ranks to do the same.

Things Every **Individual** CAN Do

- **Speak up early, often and publicly!**
- Microaggressions and inequities are pervasive in the workplace, and it's so important for white people to speak up when they happen. The simple truth is that most corporations do have a bit of a corporate caste system, and when those in positions of power stay silent, little changes.



Resources: Where to Go for More

<https://www.sju.edu/diversity-inclusion>

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